

**KENTUCKY BOARD OF EDUCATION
REGULAR MEETING
JANUARY 10, 2007**

**STATE BOARD ROOM
FIRST FLOOR, CAPITAL PLAZA TOWER
FRANKFORT, KENTUCKY**

SUMMARY MINUTES

The Kentucky Board of Education held a regular meeting on January 10, 2007, in the State Board Room, First Floor, Capital Plaza Tower, Frankfort, Kentucky. The Board conducted the following business:

Wednesday, January 10, 2007

CALL TO ORDER

Vice Chair Bonnie Lash Freeman called the meeting to order at 9:00 a.m. She noted that she was honored to be chairing the search committee and today's board meeting to discuss the selection of the next commissioner of education.

ROLL CALL

Present for the meeting were C.B. Akins, Kaye Baird, Joe Brothers, Jeanne Ferguson, Bonnie Lash Freeman, Judy Gibbons, Doug Hubbard, David Rhodes, Janna Vice and David Webb. Absent were Tom Layzell and Keith Travis.

DISCUSSION ON CHARACTERISTICS FOR THE NEXT COMMISSIONER

Bonnie Lash Freeman welcomed Gary Ray from the board's search firm, Ray and Associates, and asked him to introduce his colleague.

Mr. Ray introduced Al Johnson and explained that Johnson would be assisting him with the search. Ray said that by the end of today's meeting, he hoped the board would have a draft list of characteristics and traits for the next commissioner, a timeline for the search process and a plan of action for proceeding with the search.

Ms. Freeman then thanked all of those individuals who had already contributed input on the characteristics for the next commissioner through the Department's website and/or via letters. She said all of these ideas will be considered, along with the board's thoughts, as a list of characteristics is put together. Freeman asked Gary Ray to lead the discussion on the characteristics.

Ray shared that he had taken a list of leadership characteristics that he uses in searches along with the characteristics that were used in Kentucky's last search and integrated them into one list. He said he would pass out this list of 26 traits and ask each member to designate the ten most important ones. Then, Ray explained, he would collect the surveys and see what the common ones are that members marked and discuss the differences. He also let members know that he and Al Johnson would be interviewing each of them via phone to get everyone's thoughts on the kind of person needed for the next commissioner.

Once the surveys were collected, the results were tallied. These four traits were agreed on as important to incorporate with some adjustments to the wording:

- ❑ Understanding and knowledge of Kentucky's institutions, culture and political and educational leadership.
- ❑ Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.
- ❑ Able to work with legislators and school leaders.
- ❑ Knowledge of the educational issues facing Kentucky and the nation.

Other concepts that were noted as important included closing the achievement gap, producing results relative to diversity issues, having the ability to communicate effectively, being able to lead the Department and hold professionals accountable, meeting the needs of all students, holding to high standards and continuous improvement, demonstrating the ability to build consensus among various constituencies and decision makers, is visionary and has a no-nonsense approach, can make improvements in low-performing schools, and is committed to reaching proficiency by 2014.

Mr. Ray and Mr. Johnson indicated they would take all of the feedback that Board members had provided today and come up with a draft list of characteristics for everyone's review and input. It was requested that Mr. Ray and Mr. Johnson use action verbs when drafting the list of characteristics. Ray said they would try to have a list of draft characteristics for the board to review by Friday, January 12.

DISCUSSION OF THE INPUT PROCESS

Bonnie Lash Freeman indicated that she had discussed with the search firm staff about having a public hearing on the draft list of characteristics for the next commissioner. She indicated that a list of potential constituencies that need to be invited to the hearing was included in the meeting folder and asked for members to verbalize any groups or individuals that needed to be added to the list. The following additions were suggested:

- ❑ Kentucky Chamber of Commerce
- ❑ Kentucky Association of Manufacturers
- ❑ State P-16 Council
- ❑ Kentucky Association for Colleges of Teacher Education
- ❑ Kentucky Middle School Association

DISCUSSION OF SALARY RANGE AND BENEFITS FOR THE POSITION

Gary Ray advised the board that the salary needs to be competitive in today's market and felt in the range of \$250,000 might be appropriate. Several members felt that \$250,000 was too high and after discussion it was suggested that in the range of \$220,000 would be a fair figure as long as the information for potential candidates was written in a way that showed the final salary would be negotiated. At this point, C.B. Akins moved to set the salary figure at \$220,000 with the final salary to be negotiated. Joe Brothers seconded the motion and the motion carried.

DISCUSSION OF TIMELINE FOR THE SEARCH

Mr. Ray and Mr. Johnson distributed a draft timeline for the search process for the board to consider. It was decided that the public hearing on the draft characteristics would be held on January 29 in Frankfort from 9:00 a.m. to 11:00 a.m. with a Search Committee meeting after the public hearing to discuss adjustments to the draft characteristics from what was shared at the hearing. In looking at the other dates on the timeline, it was decided that the dates needed to be bumped forward in order to allow adequate time for taking applications and for the paper review that would be used to narrow the pool to a group of semi-finalists for the search committee to interview. Thus, Mr. Ray and Mr. Johnson agreed to revise the timeline and send it back to the search committee members for review in a few days.

DISCUSSION OF PROCEDURES AND SERVICES DESIRED BY THE BOARD

Ms. Freeman asked Mr. Ray to summarize the procedures and services offered by his firm and asked the board to verbalize if anything else would be necessary. No additions were suggested.

ADJOURNMENT

At 12:30 p.m., David Rhodes moved that the board adjourn and Janna Vice seconded the motion. The motion carried.